

Internship Report on
A STUDY ON EMPLOYEES WELFARE MEASURES WITH SPICIEAL
REFERENCE TO NANDINI HI-TECH PRODUCT PLANT SHETTIHALLI

Submitted By

Mr. Chandru v m

4AL15MBA12

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

In partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE:

Prof. Johnson Fernandes

Asst. Professor

Department of MBA

AIET, Mijar.

EXTERNAL GUIDE

Mrs. Rajeshwari

Asst. Director

NHPP

Shettihalli.



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



ನಂದಿನಿ ಹೈಟೆಕ್ ಪ್ರಾಡಕ್ಟ್ ಪ್ಲಾಂಟ್, ಚನ್ನರಾಯಪಟ್ಟಣ (ಕ.ಪಾ.ಮ. ಘಟಕ)
Nandini Hitech Product Plant, CHANNARAYAPATNA (A Unit of KCMF)



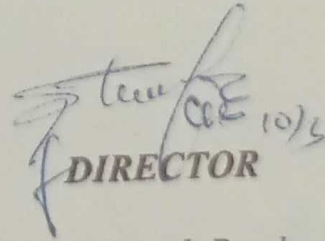
No.NHPP/ Admin / 2017-18

Date:10/03/2017

CERTIFICATE

This is to certify, that **Mr.Chandru.V.M.** with the Reg.No. 4AL15MBA12, Studying 2nd year MBA in ALVA's Institute of Engineering and Technology, Moodbidri, has successfully completed the project work "**A Study on Employees Welfare Measures**" at Nandini Hi-tech Product Plant CRP, from January to March(10 weeks).

During the study we found that the student is sincere and eager to gather the required information.


DIRECTOR

Nandini Hitech Product Plant

ಶೆಟ್ಟಿಹಳ್ಳಿ, ಜನಿವಾರ ಪೋಸ್ಟ್ - 573 116, ಚನ್ನರಾಯಪಟ್ಟಣ ತಾ||, ಹಾಸನ ಜಿಲ್ಲೆ, ಕರ್ನಾಟಕ
Shettyhalli, Janivara Post - 573 116, Channarayapatna Tq., Hassan Dist., Karnataka
Phone No. 08176 - 254254, 254251, Fax No. : 08176 - 254252 email : mpp_crp@yahoo.com



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

Date: 15 May 2017

CERTIFICATE

This is to certify that **Mr.Chandru V M**, bearing **USN 4AL15MBA12**, is a bonafide student of Master of Business Administration course of the Alva's Institute of Engineering and Technology (2015-2017), affiliated to Visvesvaraya Technological University, Belgaum. The Internship report on "**A Study on Employee Welfare Measures with special reference to Nandini Hi-Tech Product Plant, Shettihalli Channarayapattana**" is prepared by him under the guidance of **Prof.Johnson Fernandes**, Assistant Professor Department of Business Administration in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.

Prof. Johnson Fernandes

Project Guide

Prof. P. Ramakrishna Chadaga

Dean - MBA

Dr. Peter Fernandes

Principal

DECLARATION

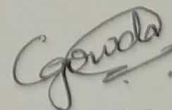
I, Chandru v m, hereby declare that the internship report entitled **A Study on Employee Welfare Measures** with reference to **Nandini Hi-Tech Product Plant, shettihalli, Channarayapattana, Hassan**. Prepared by me under the guidance of Prof. **Johnson Fernandes**, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by **Mrs Assist. Director, Nandini Hi-Tech Product Plant, Shettihalli**.

I also declare that this internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks .I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institution.

Place: *M^ojar*

Date: *15-05-2017*



Signature of the student

ACKNOWLEDGEMENT

Completion of task in an effective way within the period of given time, the Assistance and hard work of many people are complementary. There is a pleasure to acknowledge to those many people whose timely support went a long way in the completion of project report.

Firstly I thank almighty God for showering his blessing and keeping me in good health throughout the tenure of the project.

I'm very thankful to Visvesvaraya Technological University for giving opportunity to undertake this project study as a part of the fulfilment of Mater of Business Administration.

I am extremely grateful to my research guide **Prof.Johnson Fernandes**, Department of Business Administration, for his valuable advice and guidance rendered to me complete this project successfully.

I am thankful to **Mrs Rajeshwari Asst. director**, Nandini Hi-Tech Product Plant, Shettihalli, for granting permission and providing requisite information regarding the project.

It's my privilege to thank our principle, **Dr.Peter Fernandes** for giving me the opportunity to take up this project. At the outset I would like to acknowledge my gratitude to **Prof. P Ramakrishna Chadaga**, Dean of Department of Business Administration. My profound gratitude to all the faulty members of the department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

Finally there are heart full of thanks to my parents and family members for the continual encouragement and blessings and also my friends for their support to finish my project successfully.

(Chandru v m)

USN: 4AL15MBA12

TABLE OF CONTENTS

Chapter No	Content	Page No
1	Introduction	1-5
2	Industry Profile & Company Profile	6-14
3	Theoretical Background of the study	15-19
4	Data Analysis and Interpretation	20-50
5	Summary of Findings, Suggestions and Conclusion	51-54
	Bibliography	
	Annexure	

EXECUTIVE SUMMARY

The study was conducted at Nandini Hi-Tech Product Plant; shettihalli. The title of this project is employee welfare measures. This research was conducted for the 10 weeks and is to be submitted to the fulfilment of requirements of the award of Master of Business Administration. The main aim of this study is to know the improve and provide certain welfare measures and giving certain suggestions to the company based on the study. It helps to increase their need of their future growth and the better work environment.

This project is mainly contain Company and Industry profile, objectives, need, SWOT analysis, research methodology based on the primary and secondary data, data analysis and the interpretation, findings, suggestions and the conclusion those are relating to the study of welfare measures.

A questionnaire was prepared to get relevant information by the respondents.it was distributed to the 200 employees in the organization. Where the primary data was collected with the help of formal and informal interaction with the manager, and the secondary data was collected with the help of journals, records of the organization, company website and the published data.

The research is conducted to get a clear outlook about the welfare measure which is provided in the company. The main objectives of this study is to understand the welfare support to improve the motivation level of the employees, and to identify new welfare measures and to manage these employee welfare measures in the company. And also increase the efficiency of the workers so that the productivity will increase by the continues performance by the employees in the organization.